Figure 1

100 ⟹ Typical Internet Network Configuration

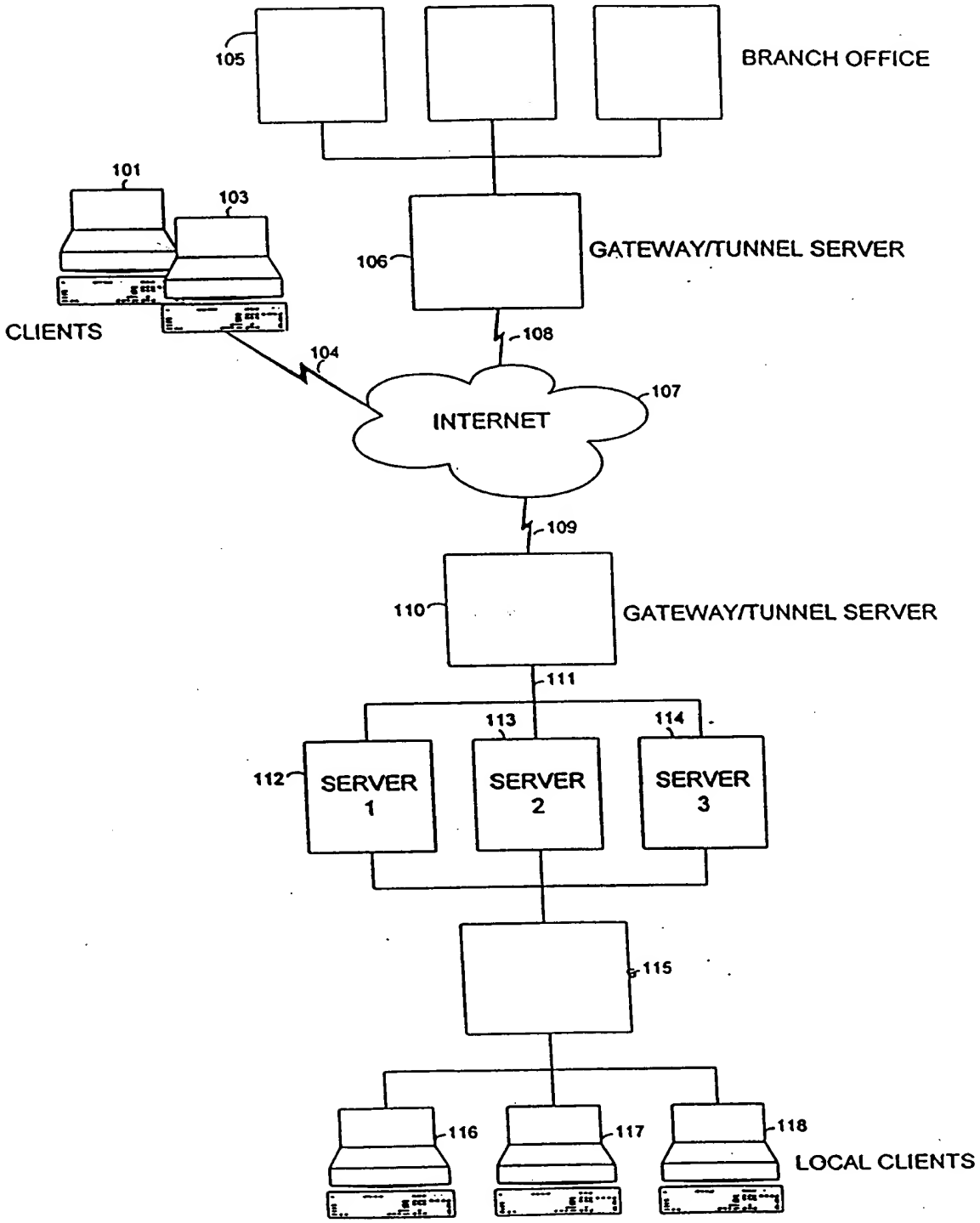
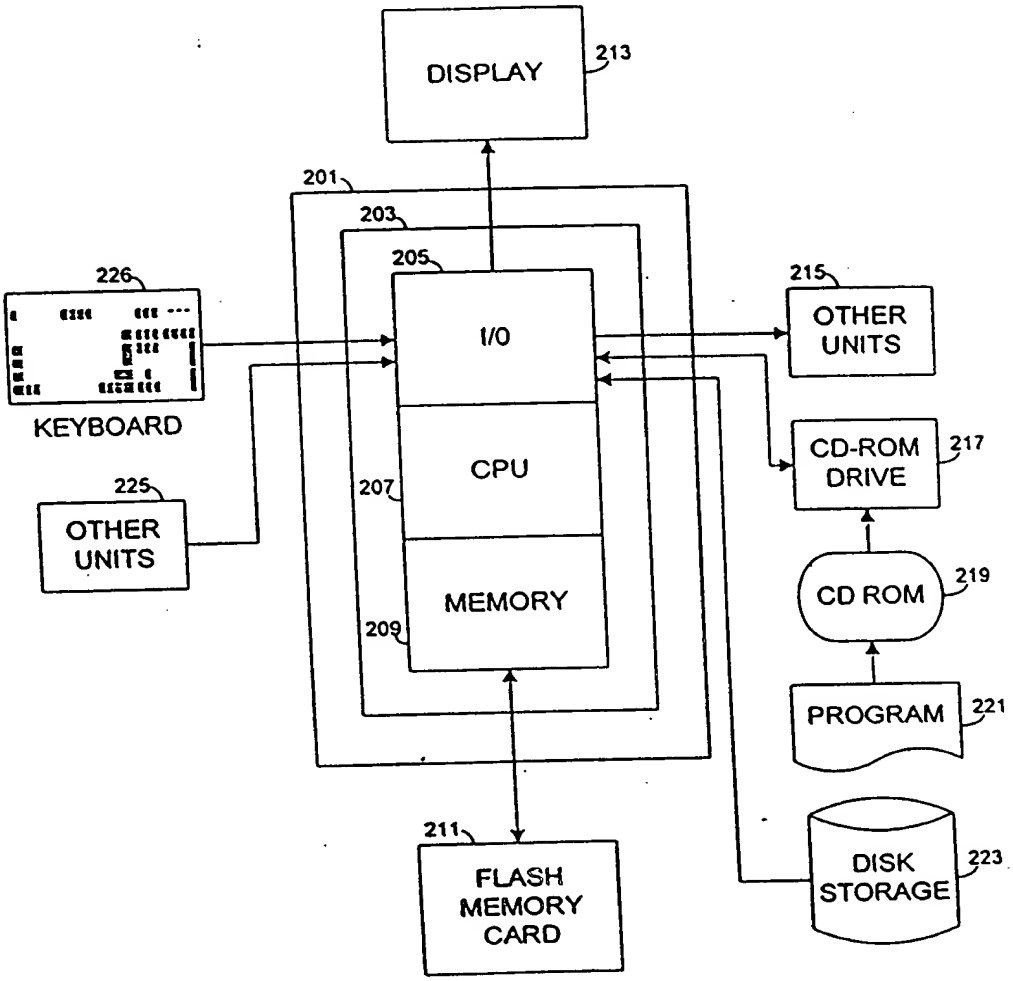


Figure 2

200 Typical General Purpose Computer/



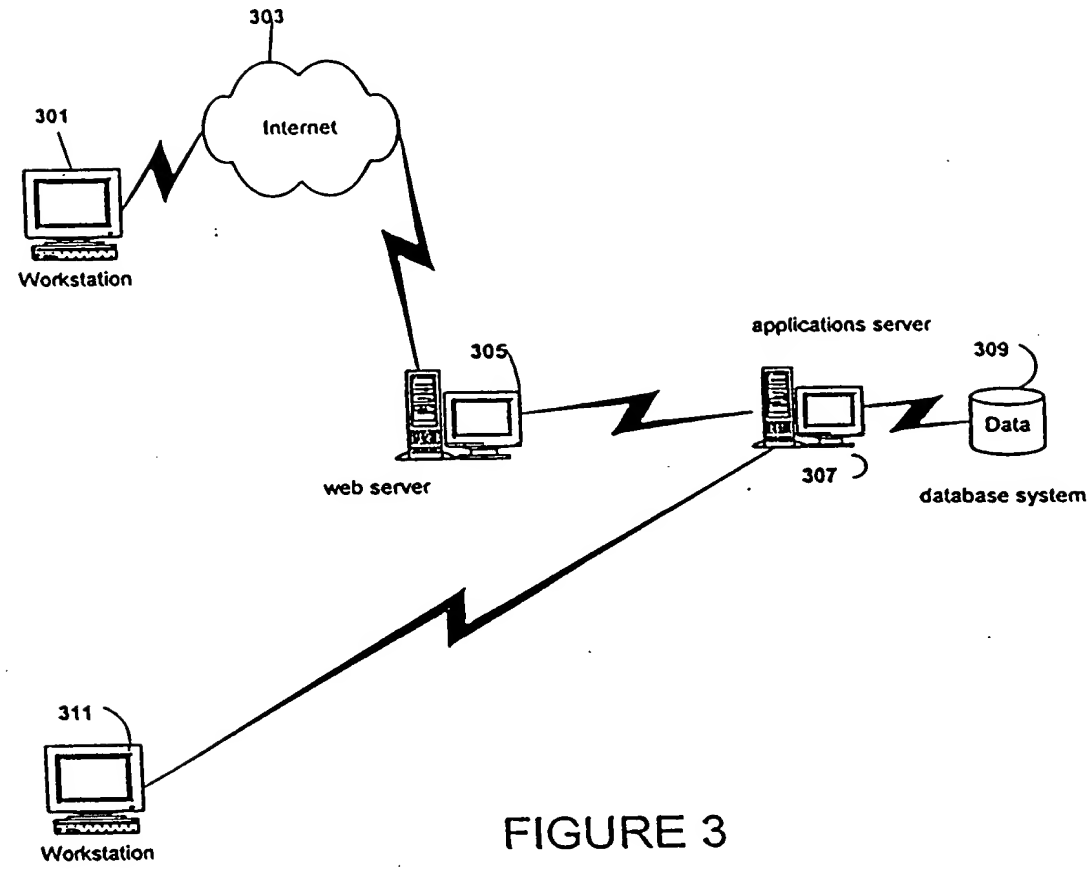

303
301
Internet
Workstation
applications server
305
309
Data
web server
307
database system
311
Workstation
dedicated client

FIGURE 3

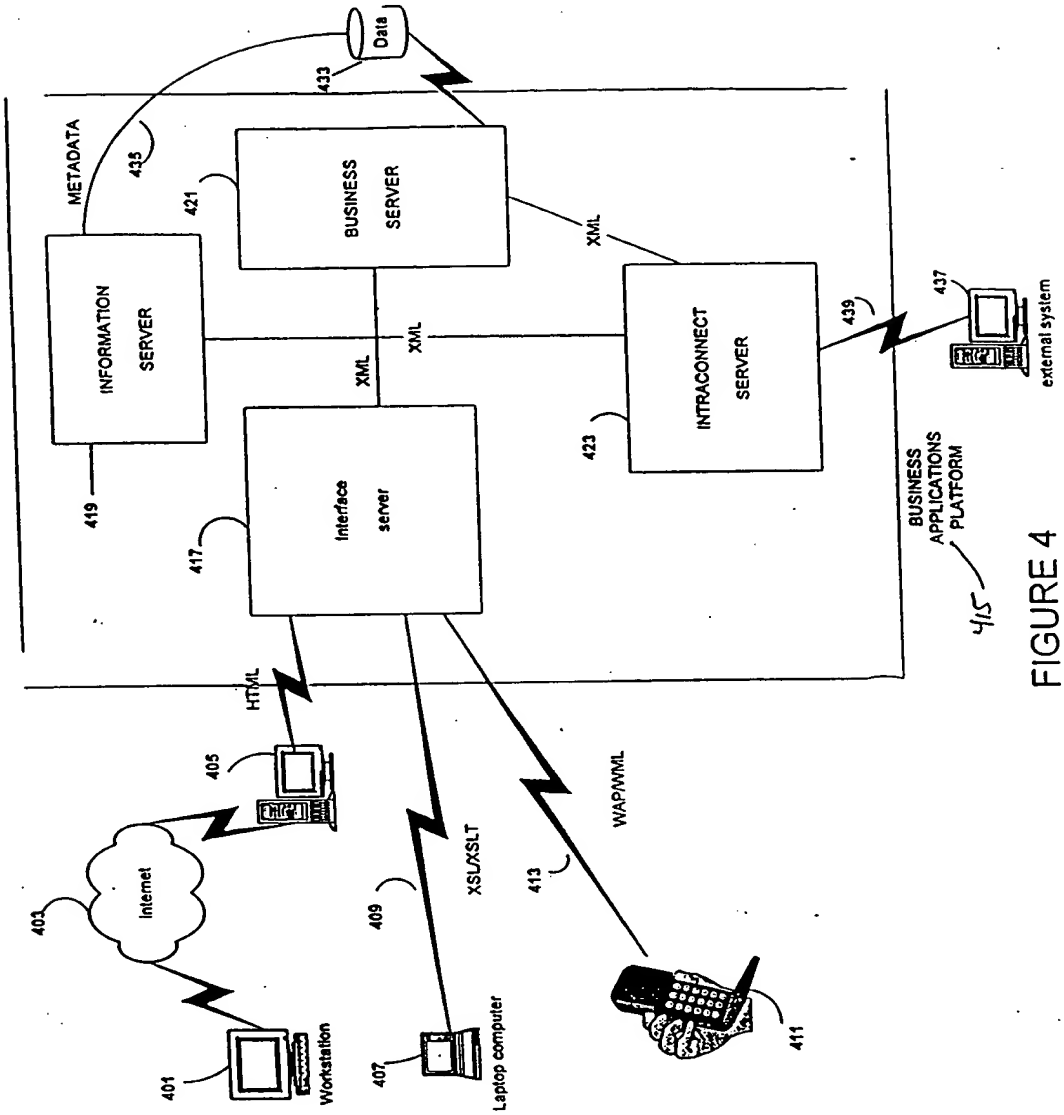

Data
433
METADATA
435
BUSINESS SERVER
421
XML
INFORMATION SERVER
XML
XML
INTRACONNECT SERVER
439
437
external system
423
419
Interface server
417
BUSINESS APPLICATIONS PLATFORM
415
HTML
405
WAP/WML
413
XSL/XSLT
409
Internet
403
Workstation
401
Laptop computer
407
411

FIGURE 4

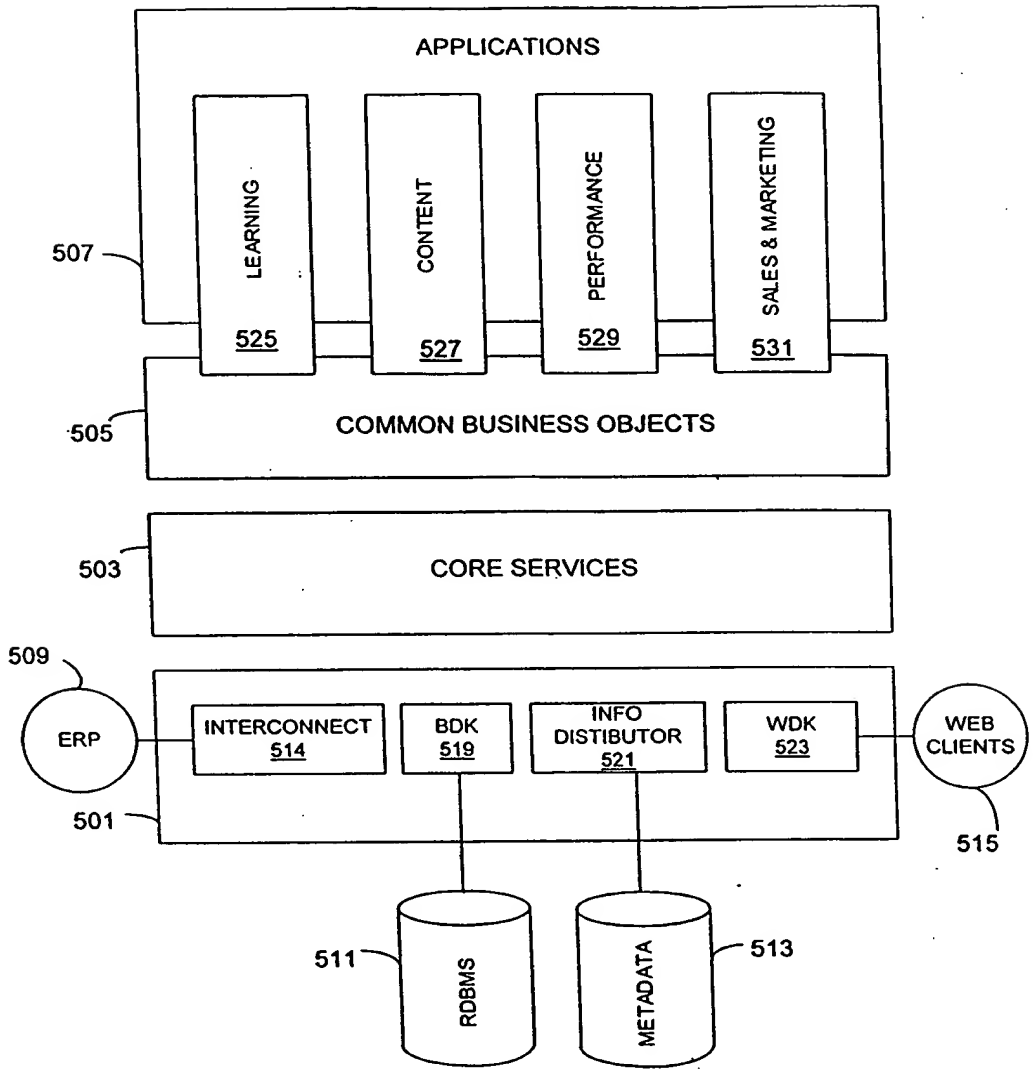

APPLICATIONS
LEARNING
525
CONTENT
527
PERFORMANCE
529
SALES & MARKETING
531
507
COMMON BUSINESS OBJECTS
505
CORE SERVICES
503
509
ERP
INTERCONNECT
514
BDK
519
INFO
DISTIBUTOR
521
WDK
523
WEB
CLIENTS
501
515
511
RDBMS
METADATA
513

FIG. 5

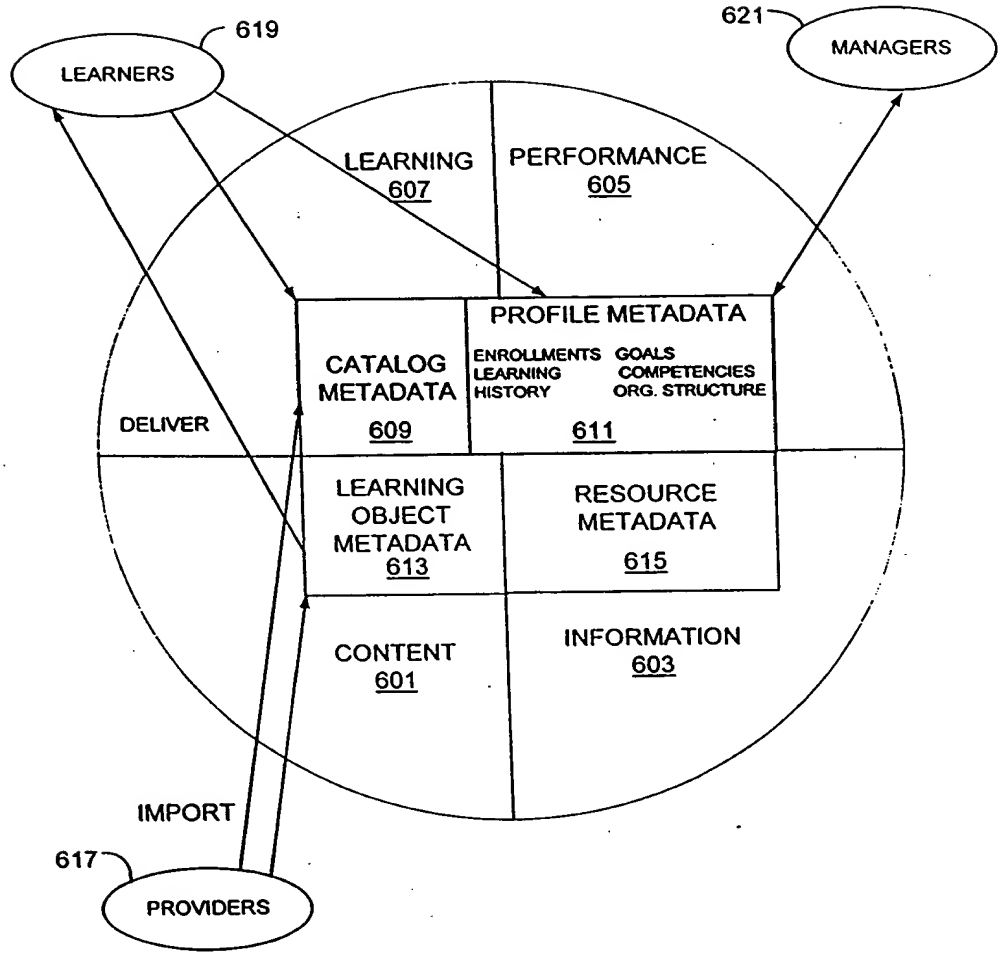

619
LEARNERS
621
MANAGERS
LEARNING
607
PERFORMANCE
605
PROFILE METADATA
ENROLLMENTS
LEARNING HISTORY
GOALS
COMPETENCIES
ORG. STRUCTURE
CATALOG METADATA
609
611
DELIVER
LEARNING OBJECT METADATA
613
RESOURCE METADATA
615
CONTENT
601
INFORMATION
603
IMPORT
617
PROVIDERS

FIG. 6

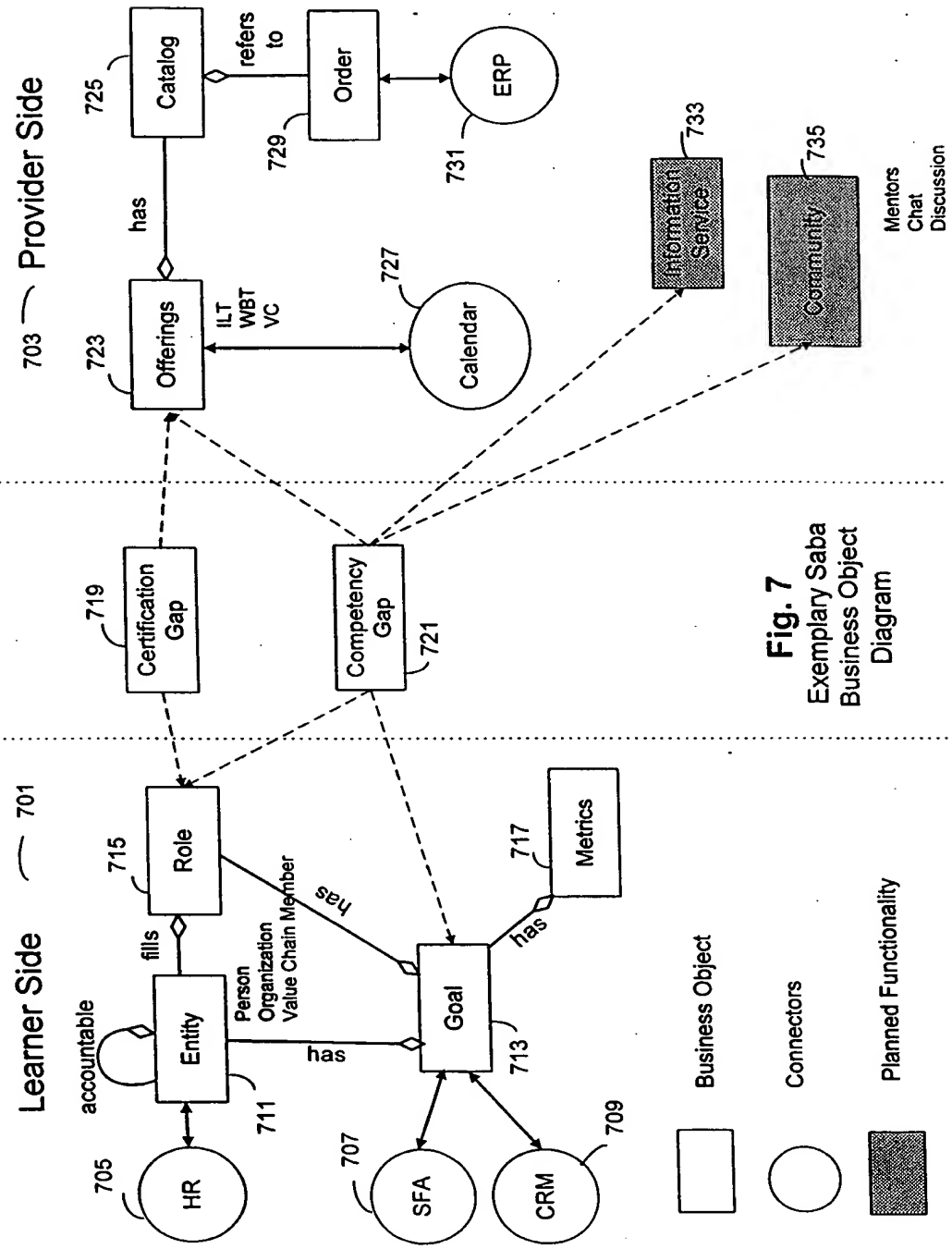


Fig. 7
Exemplary Saba Business Object Diagram

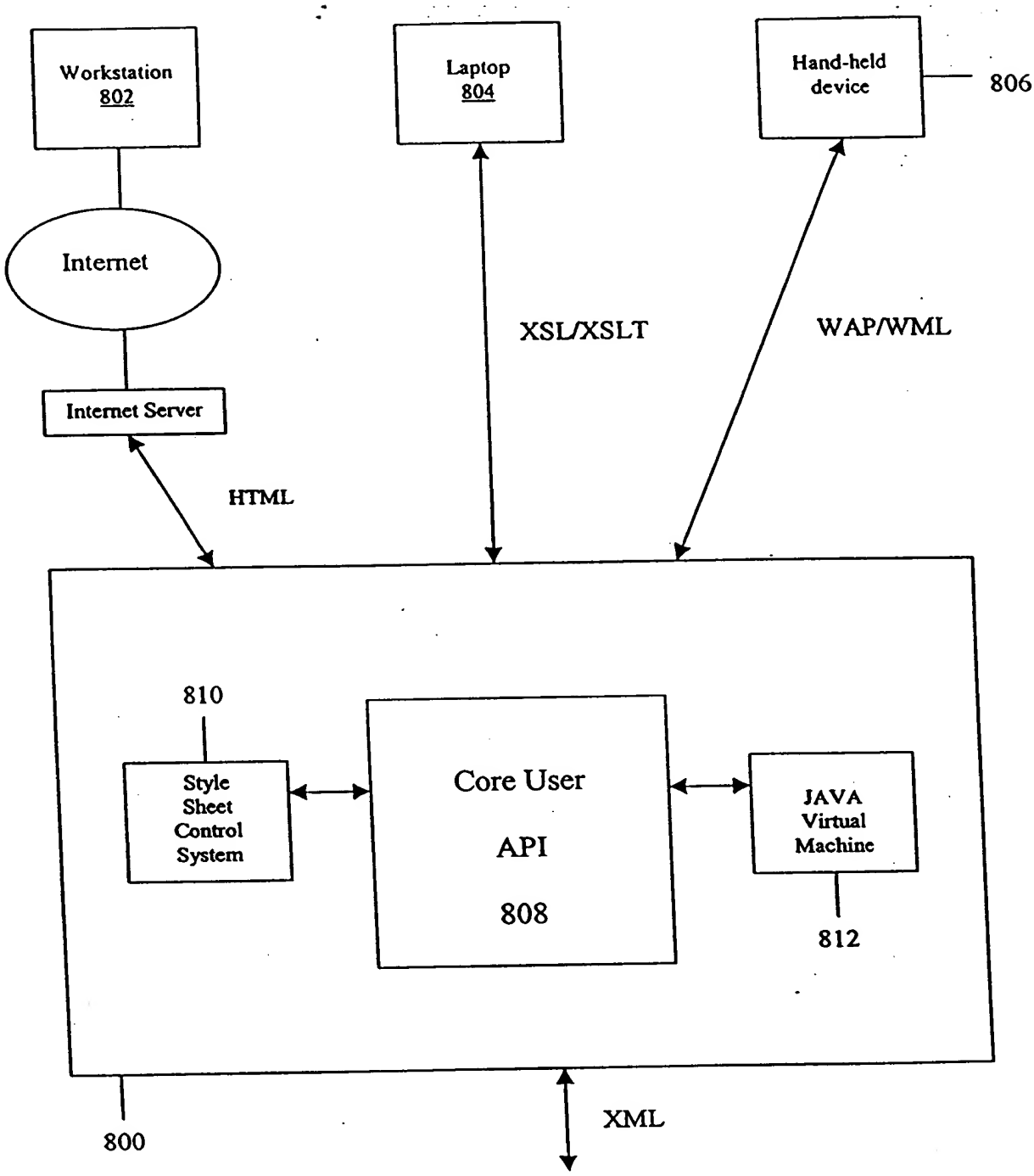

Workstation
802
Laptop
804
Hand-held
device
806
Internet
XSL/XSLT
WAP/WML
Internet Server
HTML
810
Style
Sheet
Control
System
Core User
API
808
JAVA
Virtual
Machine
812
800
XML

FIGURE 8A

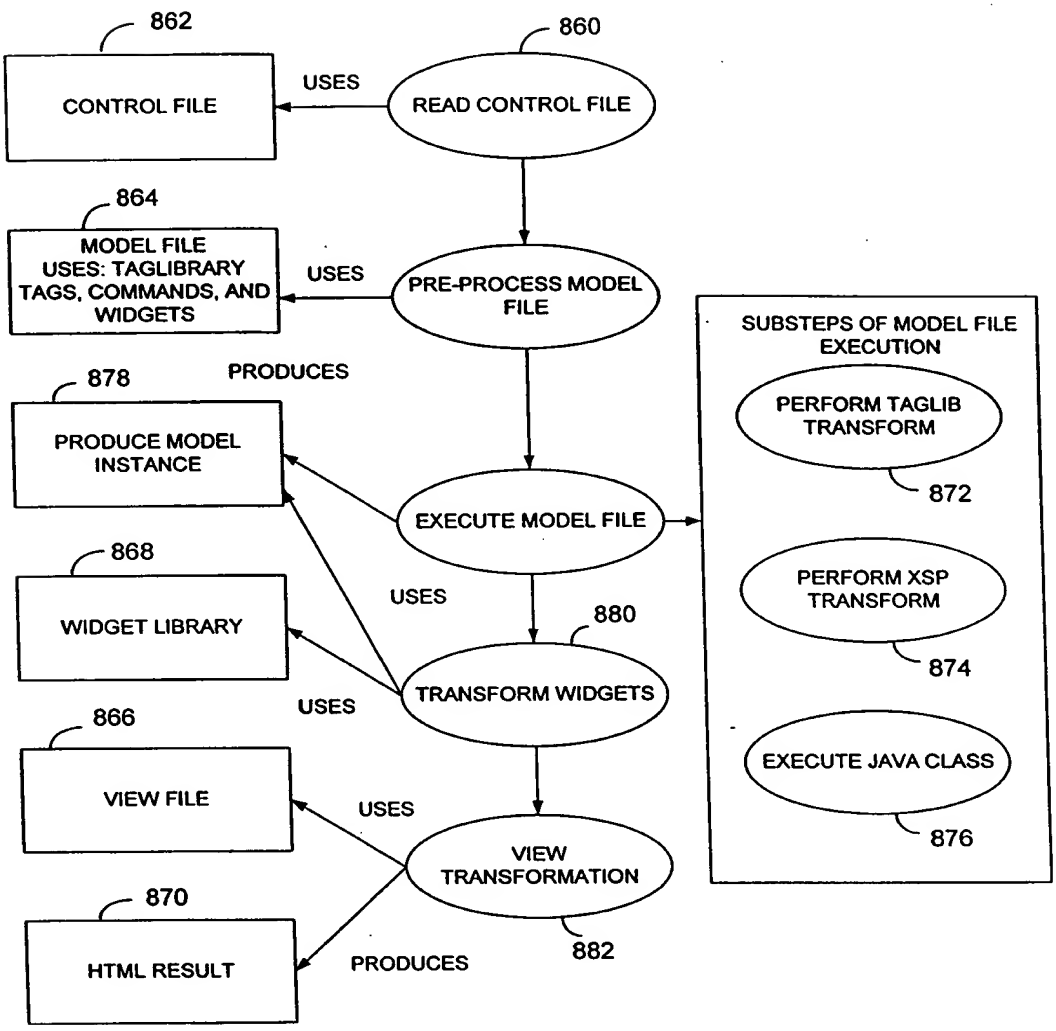

862
CONTROL FILE
USES
860
READ CONTROL FILE
864
MODEL FILE
USES: TAGLIBRARY
TAGS, COMMANDS, AND
WIDGETS
USES
PRE-PROCESS MODEL
FILE
SUBSTEPS OF MODEL FILE
EXECUTION
PERFORM TAGLIB
TRANSFORM
872
PRODUCES
878
PRODUCE MODEL
INSTANCE
EXECUTE MODEL FILE
PERFORM XSP
TRANSFORM
874
868
WIDGET LIBRARY
USES
880
TRANSFORM WIDGETS
EXECUTE JAVA CLASS
876
USES
866
VIEW FILE
USES
VIEW
TRANSFORMATION
882
870
HTML RESULT
PRODUCES

FIG. 8B

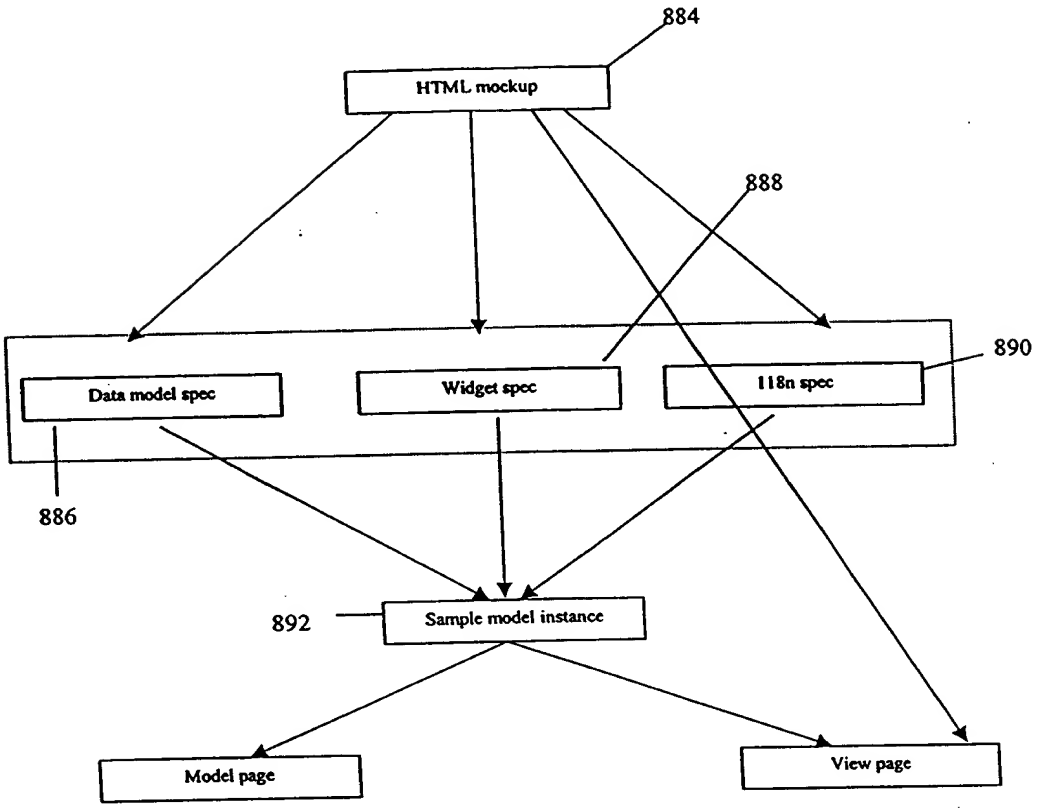

884
HTML mockup
888
890
Data model spec
Widget spec
I18n spec
886
892
Sample model instance
Model page
View page

FIGURE 8C

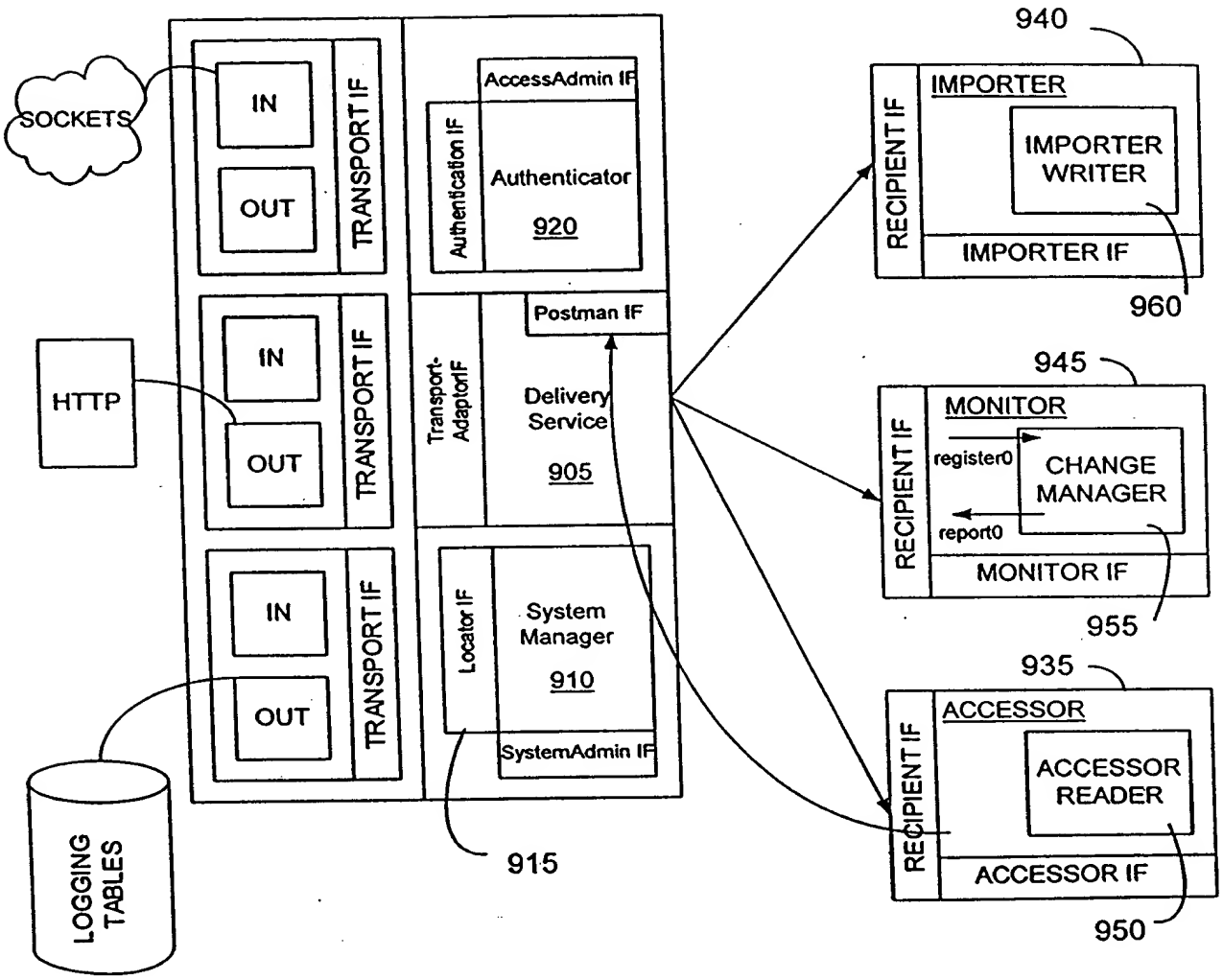

SOCKETS
HTTP
LOGGING TABLES
IN
OUT
TRANSPORT IF
IN
OUT
TRANSPORT IF
IN
OUT
TRANSPORT IF
AccessAdmin IF
Authentication IF
Authenticator
920
Postman IF
Transport-AdaptorIF
Delivery Service
905
Locator IF
System Manager
910
SystemAdmin IF
915
940
IMPORTER
IMPORTER WRITER
RECIPIENT IF
IMPORTER IF
960
945
MONITOR
register0
CHANGE MANAGER
report0
RECIPIENT IF
MONITOR IF
955
935
ACCESSOR
ACCESSOR READER
RECIPIENT IF
ACCESSOR IF
950

FIG. 9

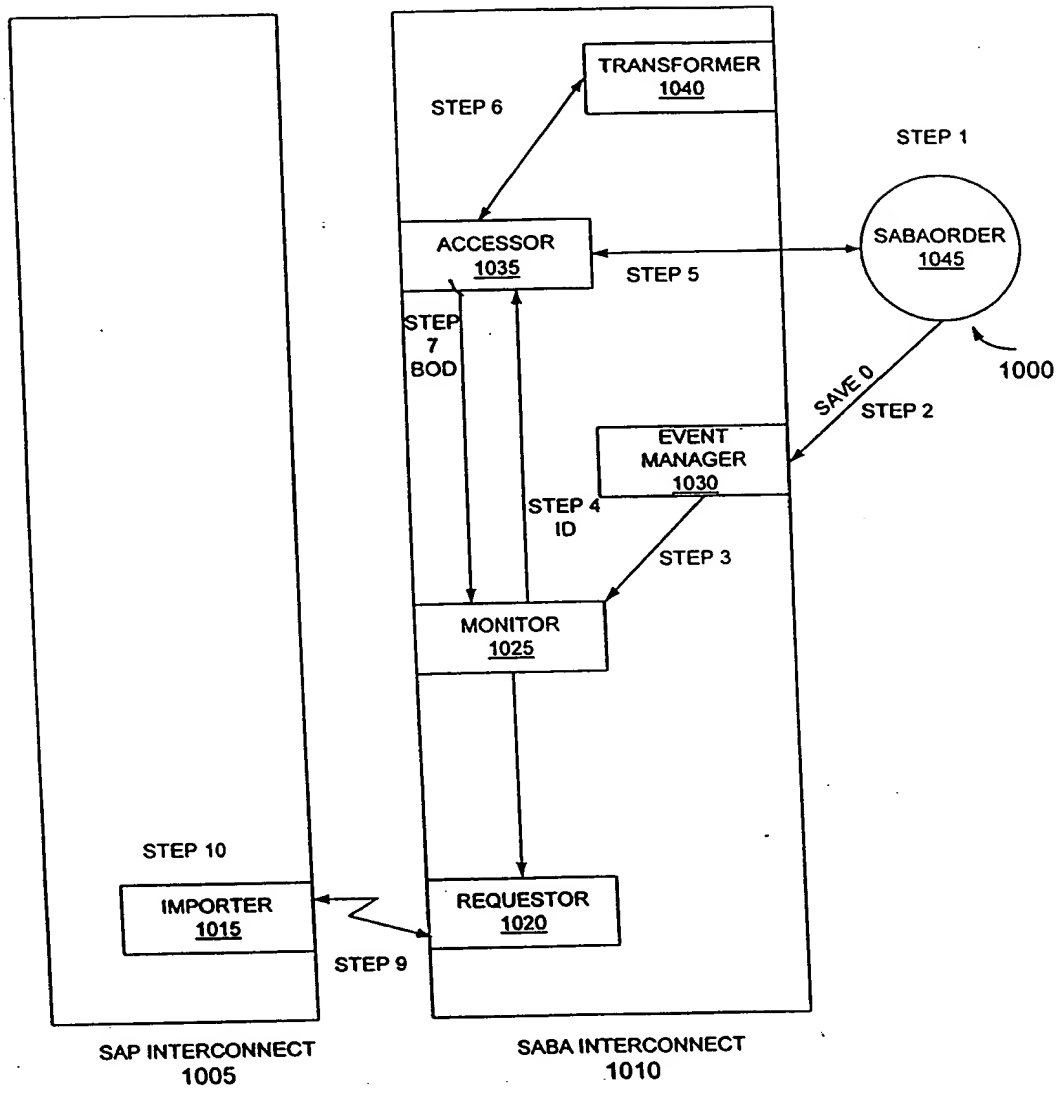

TRANSFORMER
1040
STEP 6
STEP 1
SABAORDER
1045
ACCESSOR
1035
STEP 5
STEP
7
BOD
1000
SAVE 0
STEP 2
EVENT
MANAGER
1030
STEP 4
ID
STEP 3
MONITOR
1025
STEP 10
IMPORTER
1015
REQUESTOR
1020
STEP 9
SAP INTERCONNECT
1005
SABA INTERCONNECT
1010

FIG. 10

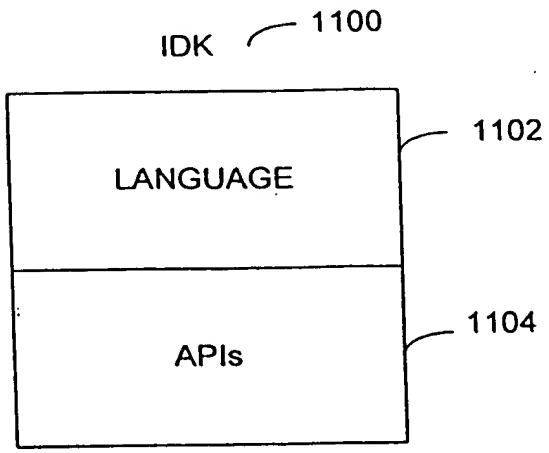

IDK
1100
LANGUAGE
1102
APIs
1104

FIG. 11

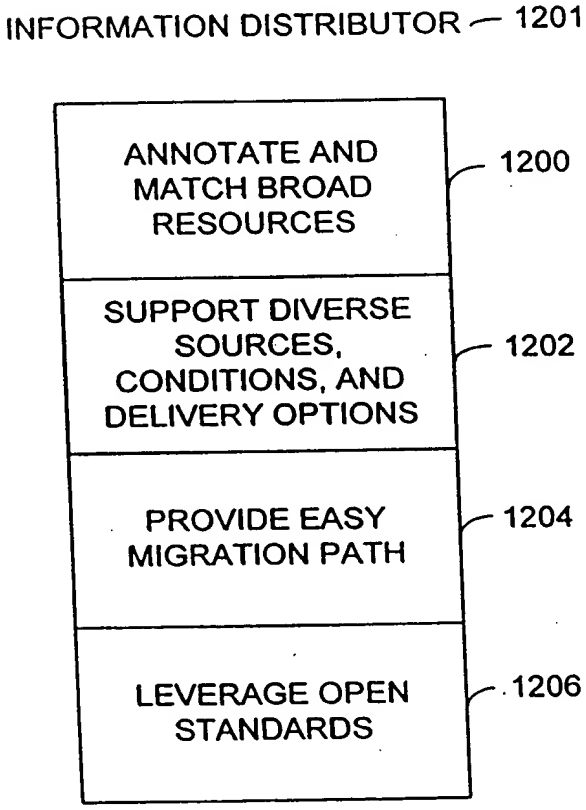

INFORMATION DISTRIBUTOR
1201
ANNOTATE AND MATCH BROAD RESOURCES
1200
SUPPORT DIVERSE SOURCES, CONDITIONS, AND DELIVERY OPTIONS
1202
PROVIDE EASY MIGRATION PATH
1204
LEVERAGE OPEN STANDARDS
1206

FIG. 12

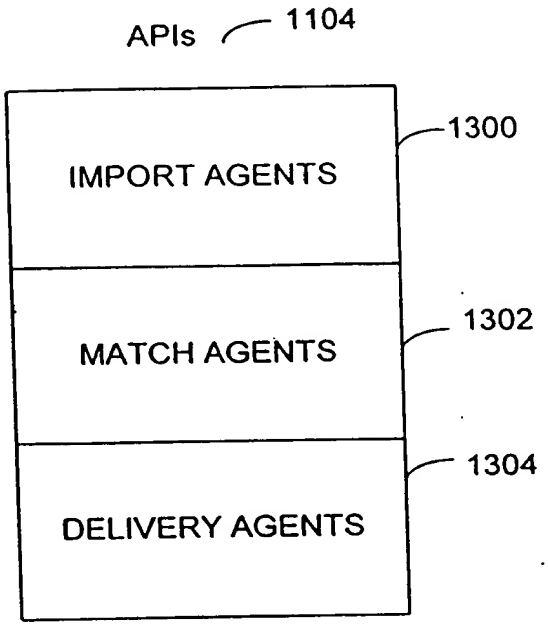

APIs
1104
IMPORT AGENTS
1300
MATCH AGENTS
1302
DELIVERY AGENTS
1304

FIG. 13

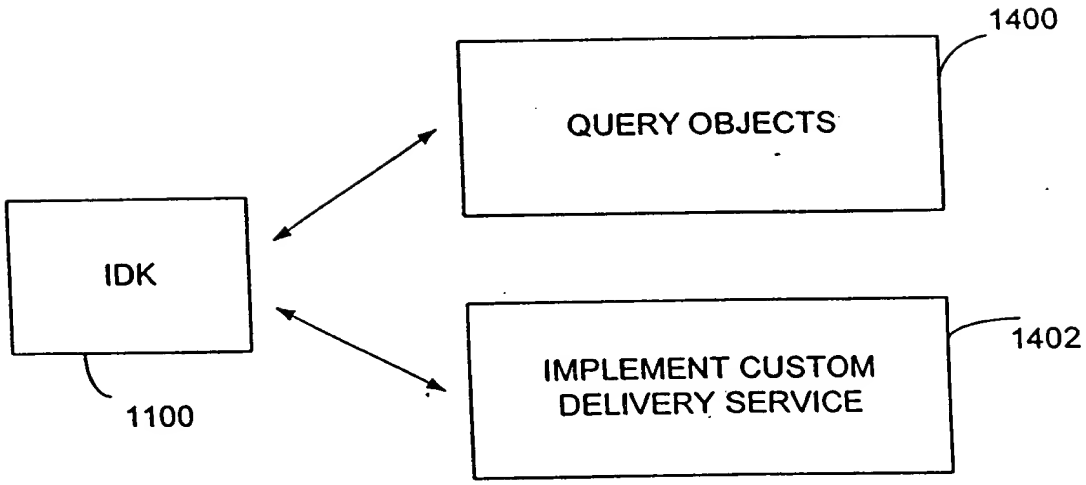

1400
QUERY OBJECTS
IDK
IMPLEMENT CUSTOM DELIVERY SERVICE
1402
1100

FIG. 14

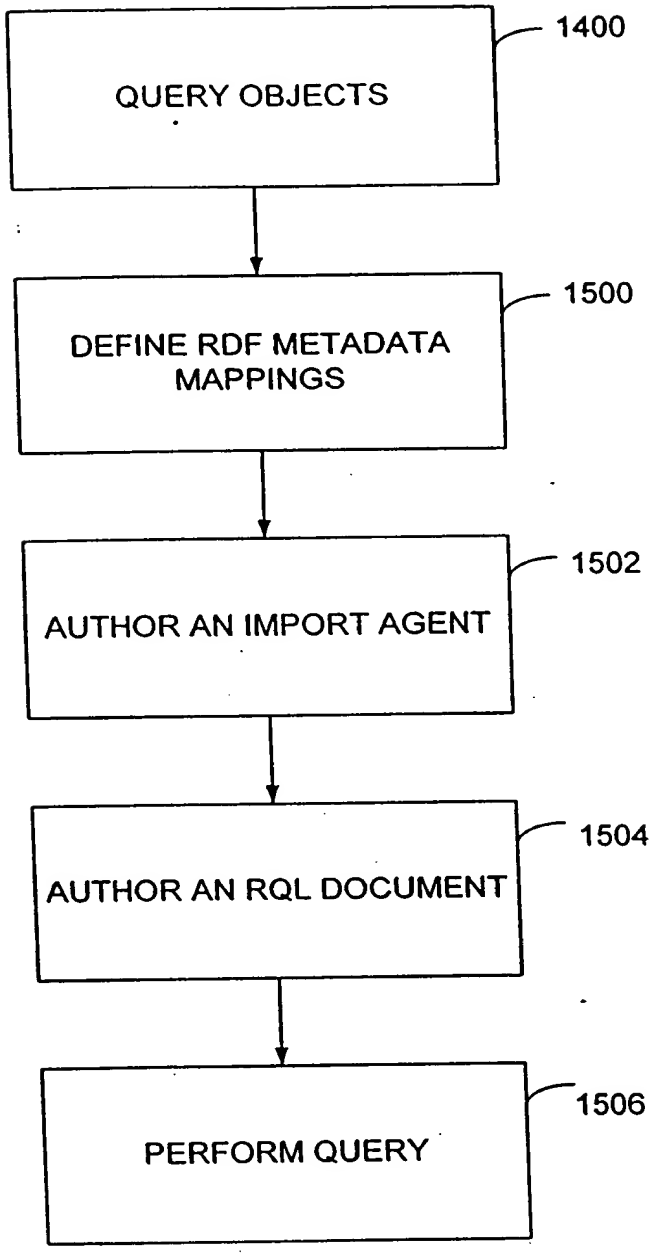

QUERY OBJECTS
1400
DEFINE RDF METADATA MAPPINGS
1500
AUTHOR AN IMPORT AGENT
1502
AUTHOR AN RQL DOCUMENT
1504
PERFORM QUERY
1506

FIG. 15

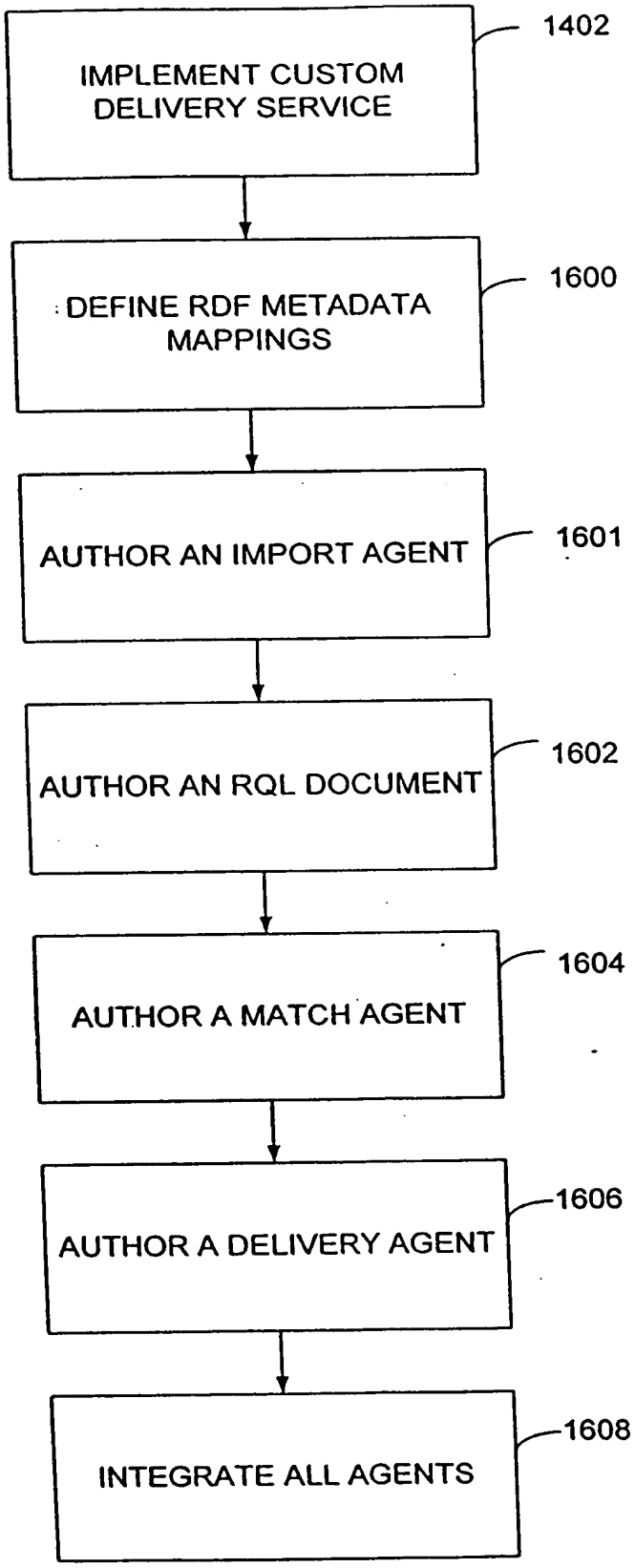

IMPLEMENT CUSTOM DELIVERY SERVICE
1402
DEFINE RDF METADATA MAPPINGS
1600
AUTHOR AN IMPORT AGENT
1601
AUTHOR AN RQL DOCUMENT
1602
AUTHOR A MATCH AGENT
1604
AUTHOR A DELIVERY AGENT
1606
INTEGRATE ALL AGENTS
1608

FIG. 16

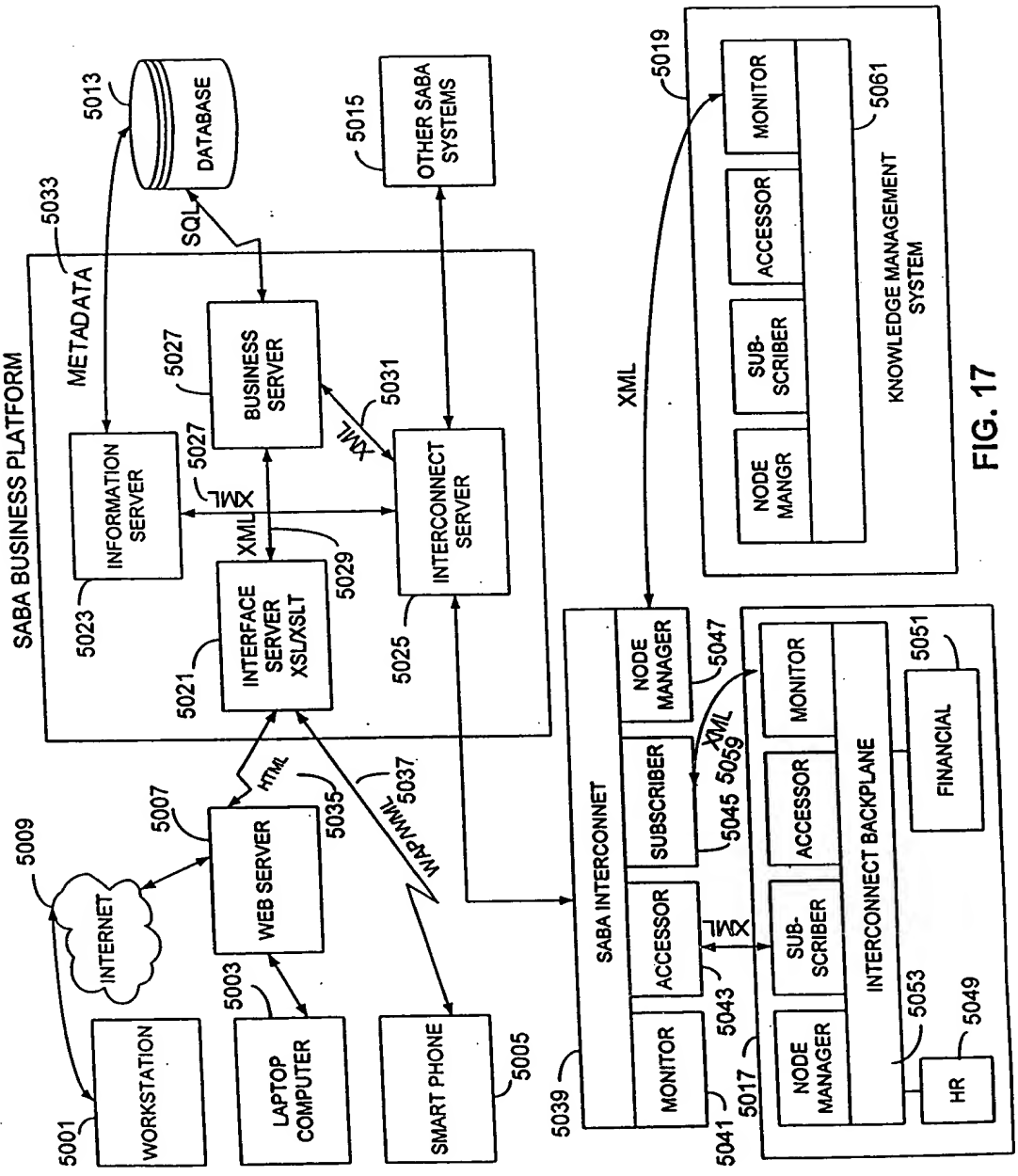

SABA BUSINESS PLATFORM
METADATA
5033
DATABASE
5013
SQL
OTHER SABA SYSTEMS
5015
BUSINESS SERVER
5027
INFORMATION SERVER
5023
INTERFACE SERVER XSL/XSLT
5021
INTERCONNECT SERVER
5025
5031
5029
XML
HTML
WML
5035
5037
WEB SERVER
5007
INTERNET
5009
WORKSTATION
5001
LAPTOP COMPUTER
5003
SMART PHONE
5005
XML
5019
KNOWLEDGE MANAGEMENT SYSTEM
5061
MONITOR
ACCESSOR
SUB-SCRIBER
NODE MANGR
SABA INTERCONNET
NODE MANAGER
5047
SUBSCRIBER
5045
5059
ACCESSOR
MONITOR
5043
5039
5041
INTERCONNECT BACKPLANE
SUB-SCRIBER
NODE MANAGER
5017
ACCESSOR
MONITOR
FINANCIAL
5051
HR
5049
5053

FIG. 17

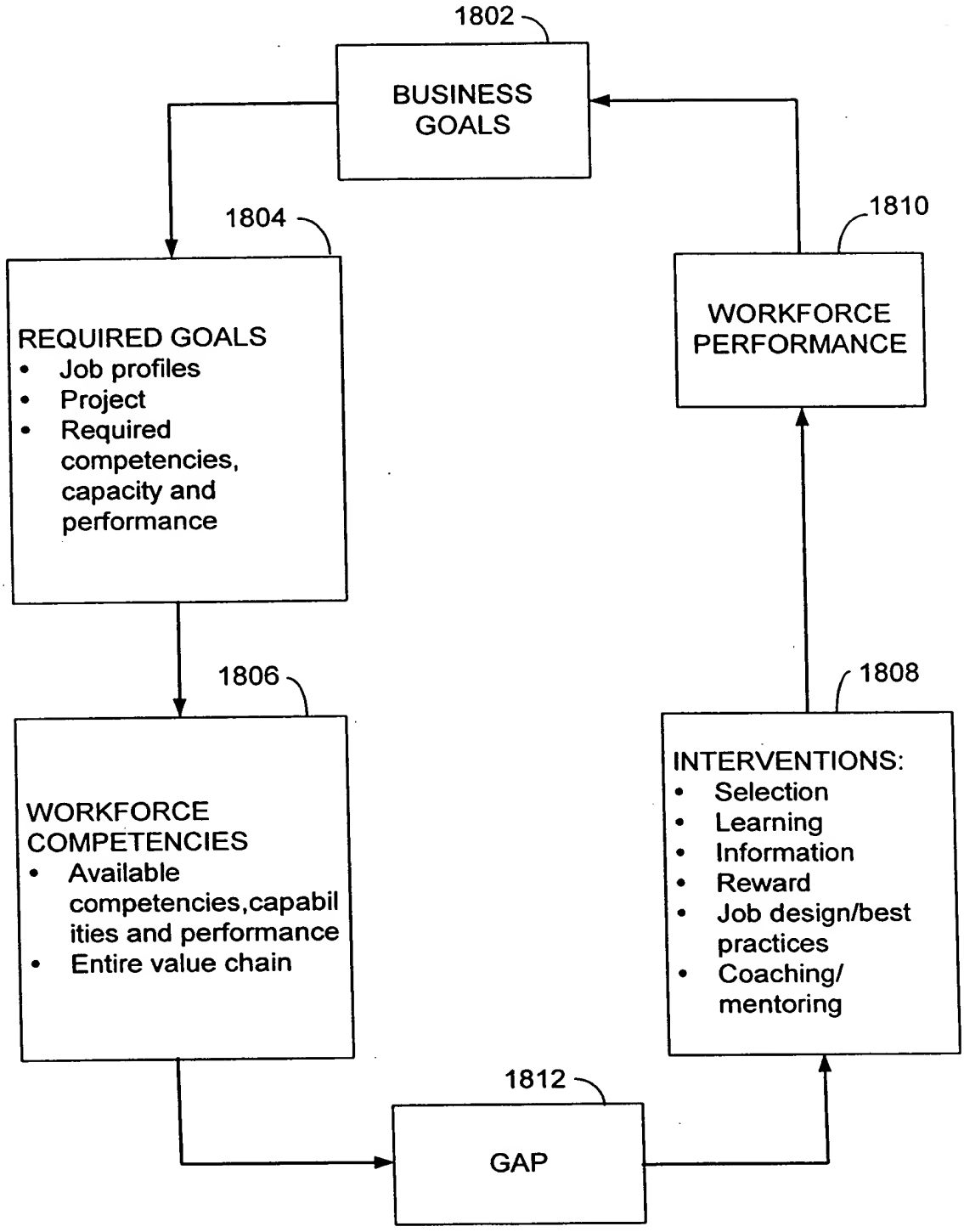

1802
BUSINESS GOALS
1804
REQUIRED GOALS
• Job profiles
• Project
• Required competencies, capacity and performance
1806
WORKFORCE COMPETENCIES
• Available competencies,capabilities and performance
• Entire value chain
1808
INTERVENTIONS:
• Selection
• Learning
• Information
• Reward
• Job design/best practices
• Coaching/ mentoring
1810
WORKFORCE PERFORMANCE
1812
GAP

FIG. 18

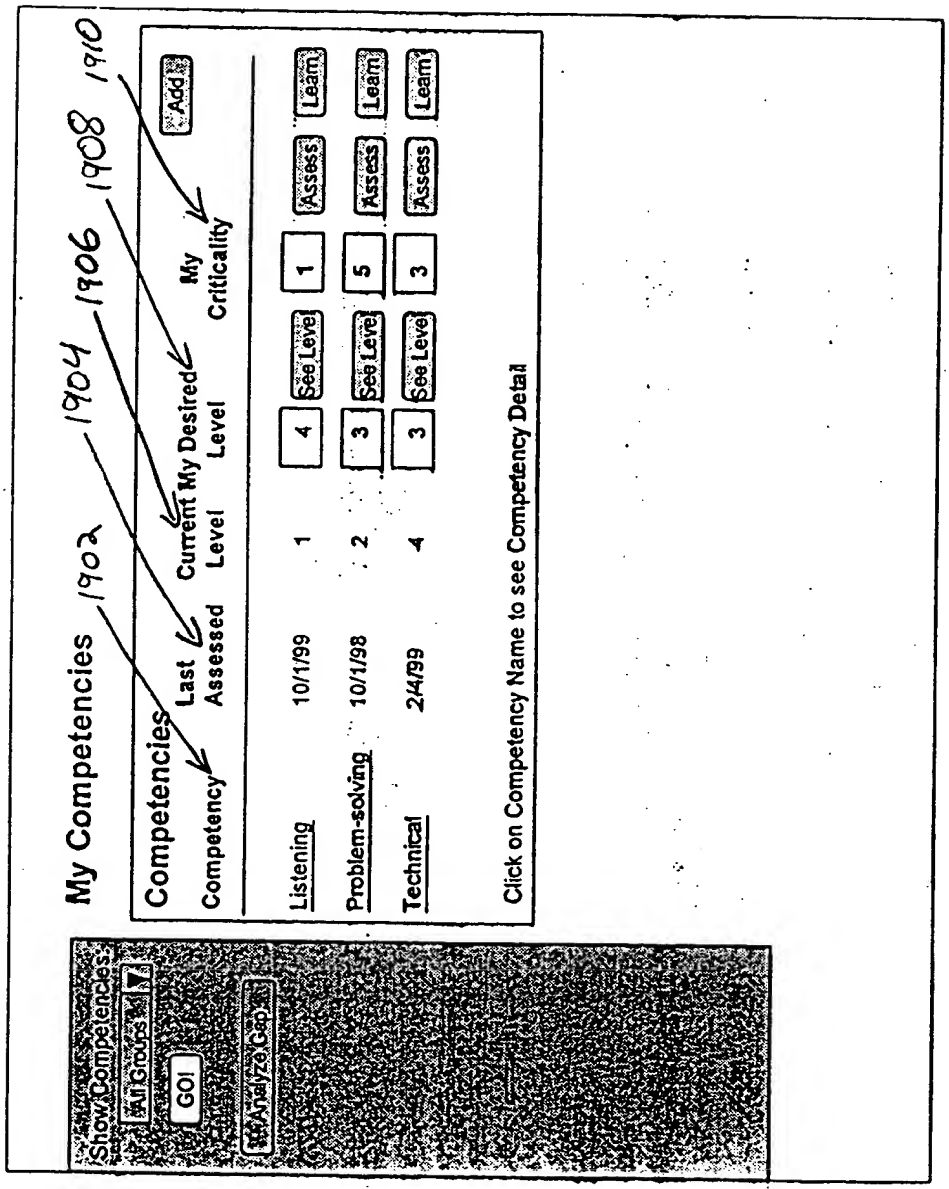

My Competencies
1902
1904
1906
1908
1910
Show Competencies:
All Groups
GO!
Analyze Gaps
Competencies
Competency
Last Assessed
Current Level
My Desired Level
My Criticality
Add
Listening
10/1/99
1
4
See Level
1
Assess
Learn
Problem-solving
10/1/98
2
3
See Level
5
Assess
Learn
Technical
2/4/99
4
3
See Level
3
Assess
Learn
Click on Competency Name to see Competency Detail

FIGURE 19

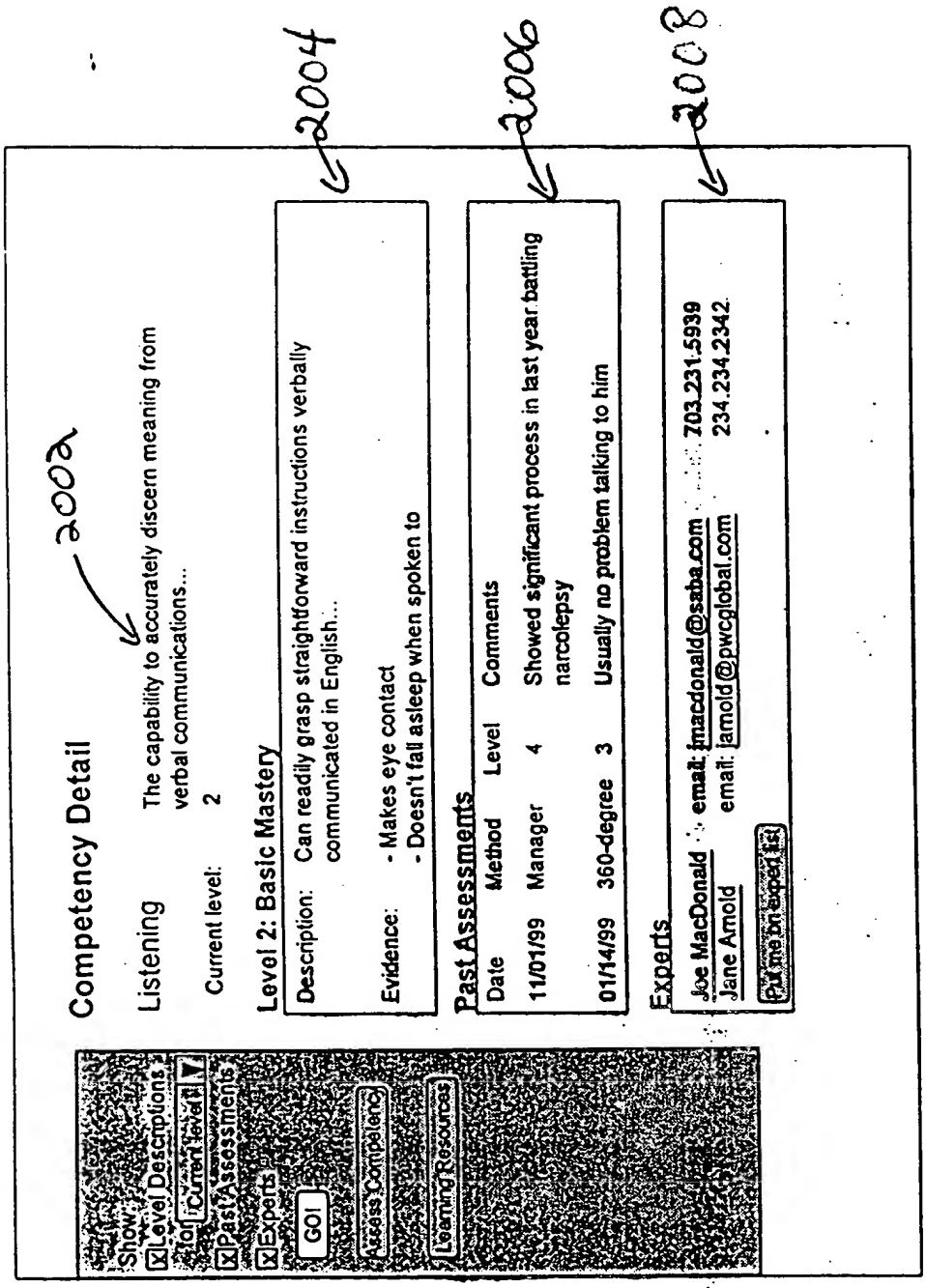

Competency Detail
2002
Listening
The capability to accurately discern meaning from verbal communications...
Current level: 2
Level 2: Basic Mastery
2004
Description: Can readily grasp straightforward instructions verbally communicated in English...
Evidence: - Makes eye contact
- Doesn't fall asleep when spoken to
Past Assessments
2006
Date Method Level Comments
11/01/99 Manager 4 Showed significant process in last year battling narcolepsy
01/14/99 360-degree 3 Usually no problem talking to him
Experts
2008
Joe MacDonald email: jmacdonald@saba.com 703.231.5939
Jane Arnold email: jarnold@pwcglobal.com 234.234.2342
Prime on expert list
Show:
Level Descriptions
Past Assessments
Experts
GO!
Assess Competency
Learning Resources

FIGURE 20

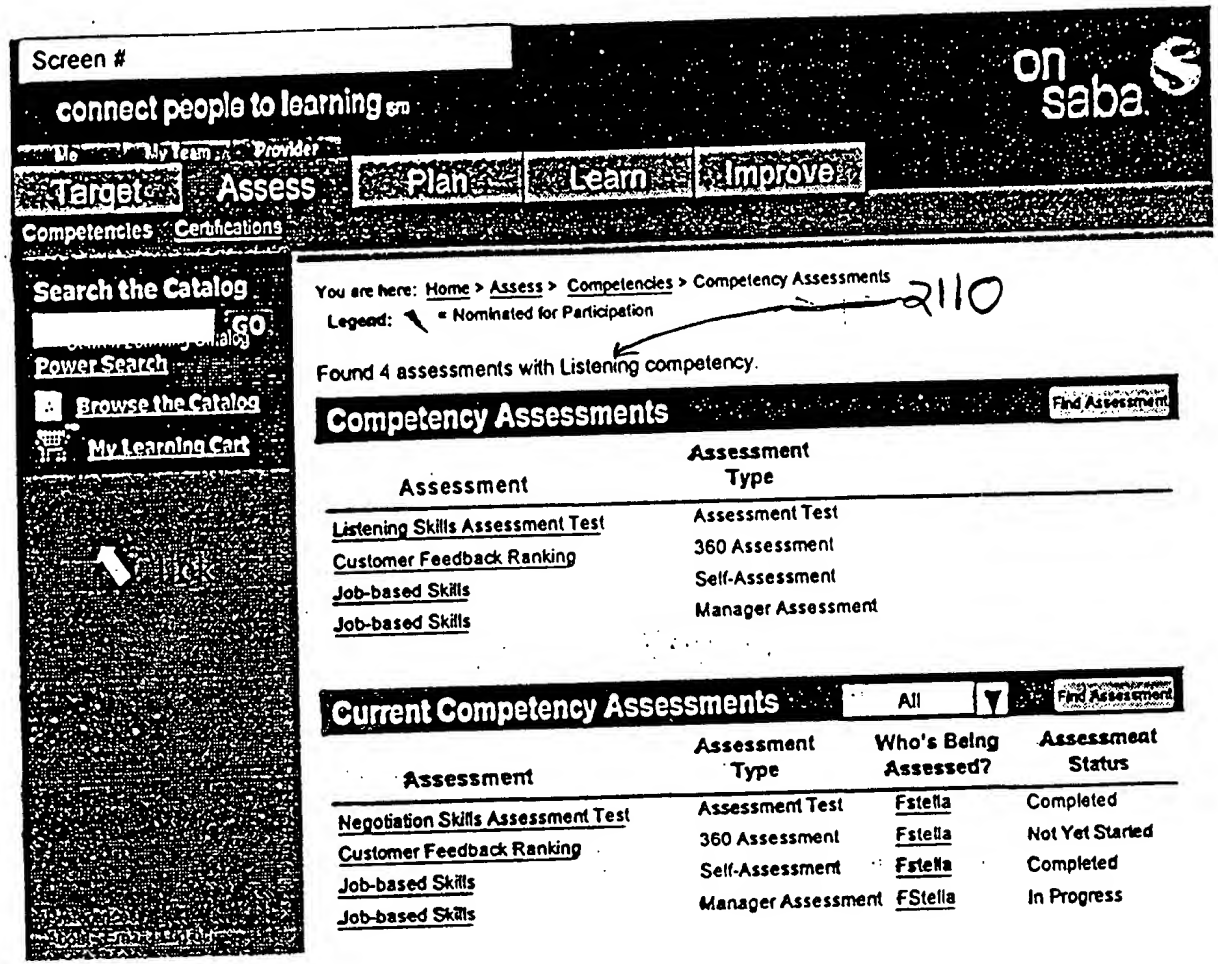

Screen #
connect people to learning
on saba
Me
My Team
Provider
Target
Assess
Plan
Learn
Improve
Competencies
Certifications
Search the Catalog
GO
Power Search
Browse the Catalog
My Learning Cart
You are here: Home > Assess > Competencies > Competency Assessments
Legend: = Nominated for Participation
2110
Found 4 assessments with Listening competency.
Competency Assessments
Find Assessment
Assessment
Assessment Type
Listening Skills Assessment Test
Assessment Test
Customer Feedback Ranking
360 Assessment
Job-based Skills
Self-Assessment
Job-based Skills
Manager Assessment
Current Competency Assessments
All
Find Assessment
Assessment
Assessment Type
Who's Being Assessed?
Assessment Status
Negotiation Skills Assessment Test
Assessment Test
Fstella
Completed
Customer Feedback Ranking
360 Assessment
Fstella
Not Yet Started
Job-based Skills
Self-Assessment
Fstella
Completed
Job-based Skills
Manager Assessment
FStella
In Progress

FIGURE 21

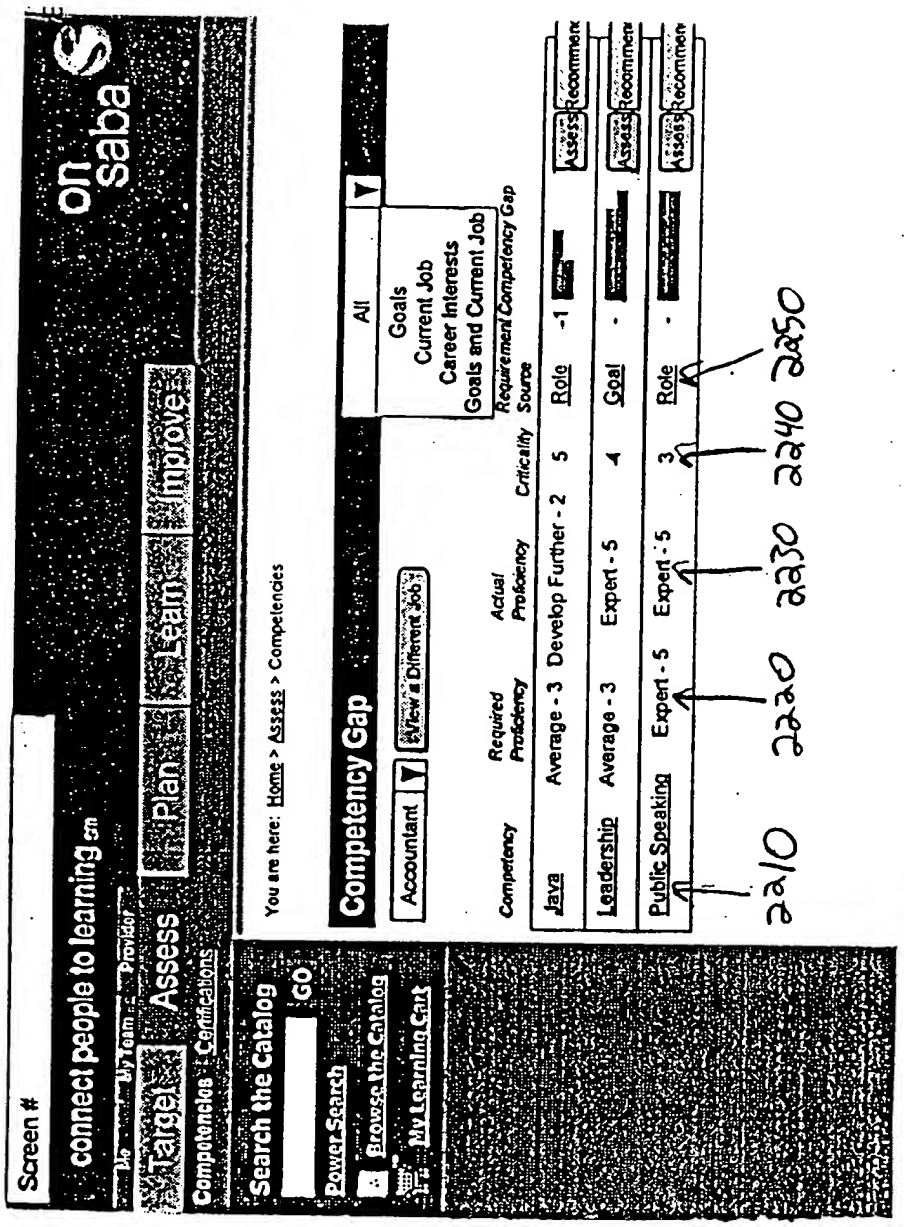

Screen #
connect people to learning
saba
My Team
Provider
Target
Assess
Plan
Learn
Improve
Competencies
Certifications
Search the Catalog
GO
Power Search
Browse the Catalog
My Learning Cart
You are here: Home > Assess > Competencies
Competency Gap
Accountant
View a Different Job
All
Goals
Current Job
Career Interests
Goals and Current Job
Competency
Required Proficiency
Actual Proficiency
Criticality
Source
Requirement/Competency Gap
Java
Average - 3
Develop Further - 2
5
Role
-1
Assess
Recommend
Leadership
Average - 3
Expert - 5
4
Goal
-
Assess
Recommend
Public Speaking
Expert - 5
Expert - 5
3
Role
-
Assess
Recommend
2210
2220
2230
2240
2250

FIGURE 22

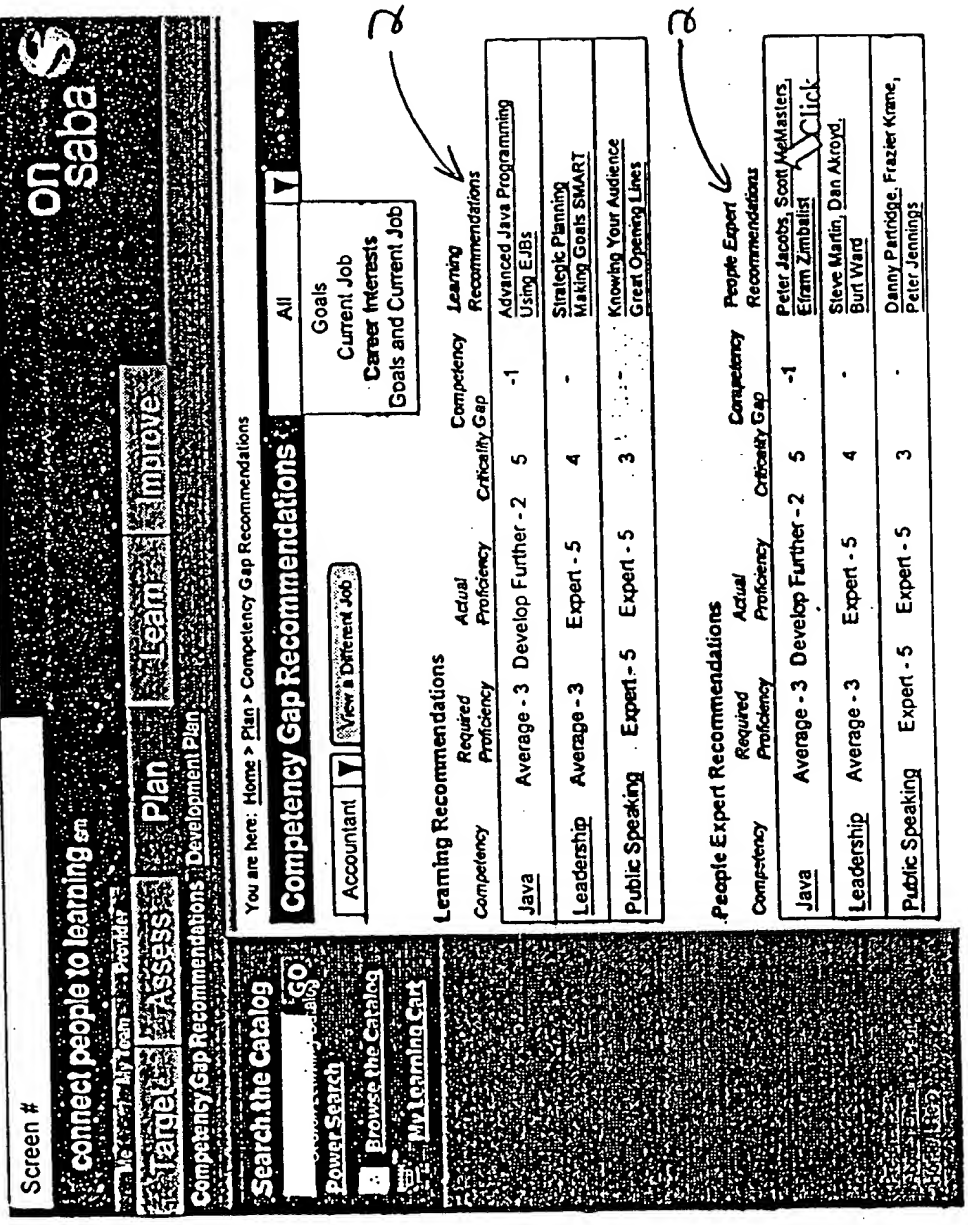

Screen #
connect people to learning sm
saba
Target
Assess
Plan
Learn
Improve
Competency Gap Recommendations
Development Plan
You are here: Home > Plan > Competency Gap Recommendations
Search the Catalog
GO
Power Search
Browse the Catalog
My Learning List
Competency Gap Recommendations
Accountant
View a Different Job
All
Goals
Current Job
Career Interests
Goals and Current Job
2310
Learning Recommendations
Competency
Required Proficiency
Actual Proficiency
Criticality
Competency Gap
Learning Recommendations
Java
Average - 3
Develop Further - 2
5
-1
Advanced Java Programming
Using EJBs
Leadership
Average - 3
Expert - 5
4
-
Strategic Planning
Making Goals SMART
Public Speaking
Expert - 5
Expert - 5
3
-
Knowing Your Audience
Great Opening Lines
2320
People Expert Recommendations
Competency
Required Proficiency
Actual Proficiency
Criticality
Competency Gap
People Expert Recommendations
Java
Average - 3
Develop Further - 2
5
-1
Peter Jacobs, Scott McMasters,
Efrem Zimbalist
Click
Leadership
Average - 3
Expert - 5
4
-
Steve Martin, Dan Akroyd,
Burt Ward
Public Speaking
Expert - 5
Expert - 5
3
-
Danny Partridge, Frazier Krane,
Peter Jennings

FIGURE 23

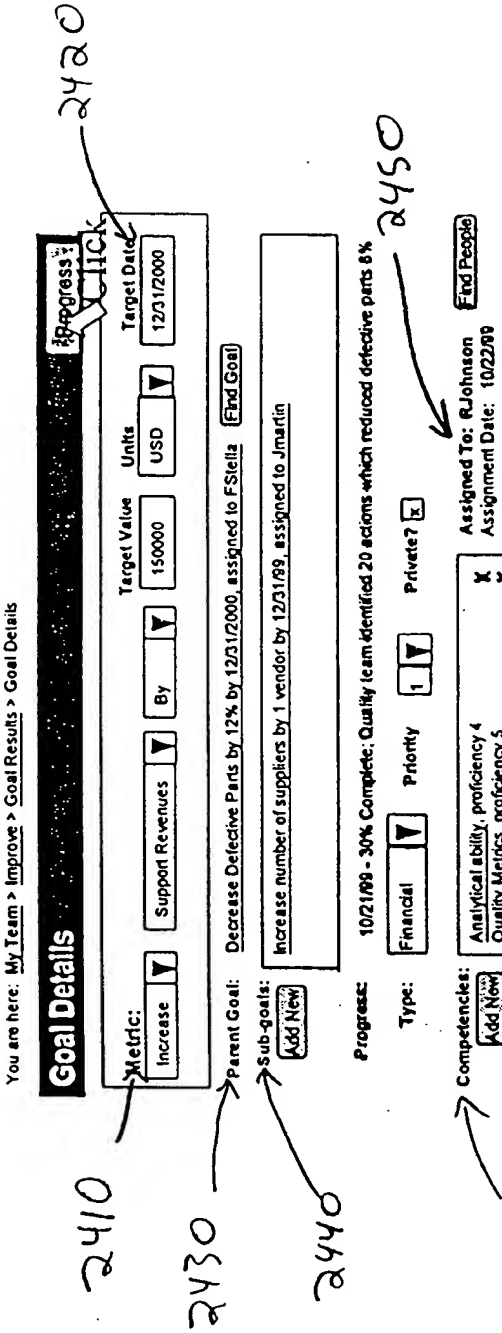

You are here: My Team > Improve > Goal Results > Goal Details
Goal Details
Progress
Metric:
Increase
Support Revenues
By
Target Value
150000
Units
USD
Target Date
12/31/2000
Parent Goal:
Decrease Defective Parts by 12% by 12/31/2000, assigned to FStella
Find Goal
Sub-goals:
Add New
Increase number of suppliers by 1 vendor by 12/31/99, assigned to Jmartin
Progress:
10/21/99 - 30% Complete; Quality team identified 20 actions which reduced defective parts 8%
Type:
Financial
Priority
1
Private?
Competencies:
Add New
Analytical ability, proficiency 4
Quality Metrics, proficiency 5
Assigned To: RJohnson
Assignment Date: 10/22/99
Find People
Certifications:
Add New
Microsoft Certified Engineer
Total Quality Management Certificate
Documents:
Add New
Silicon Wafer Process.doc 09/04/99
Q3 department budget.xls 09/12/99
Comments:
The department needs to reduce silicon wafer waste to operate more efficiently.
Save
Save As
Close
Delete
2410
2420
2430
2440
2450
2460

FIGURE 24

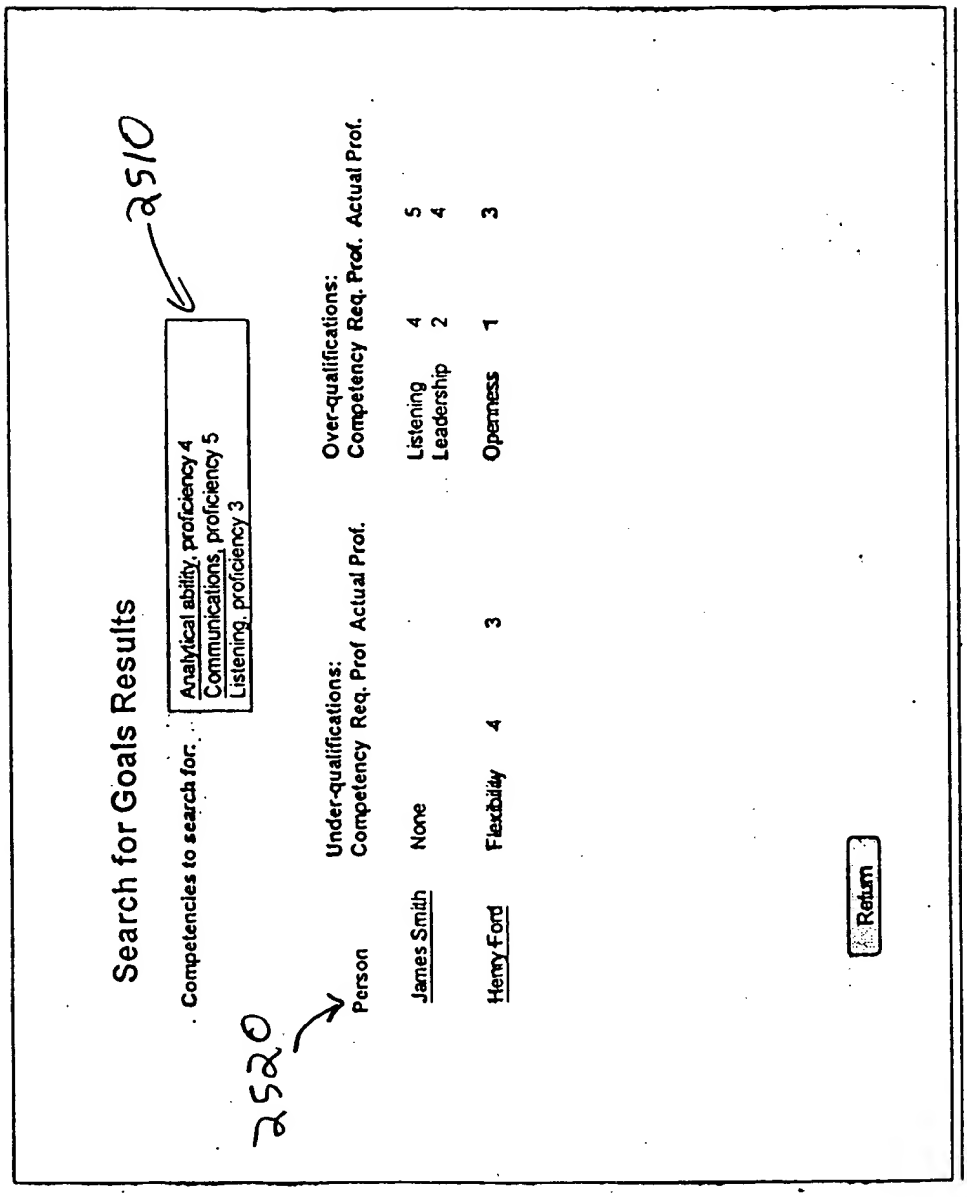

Search for Goals Results
Competencies to search for:
Analytical ability, proficiency 4
Communications, proficiency 5
Listening, proficiency 3
2510
2520
Person
Under-qualifications:
Competency Req. Prof Actual Prof.
Over-qualifications:
Competency Req. Prof. Actual Prof.
James Smith
None
Listening 4 5
Leadership 2 4
Henry Ford
Flexibility 4 3
Openness 1 3
Return

FIGURE 25

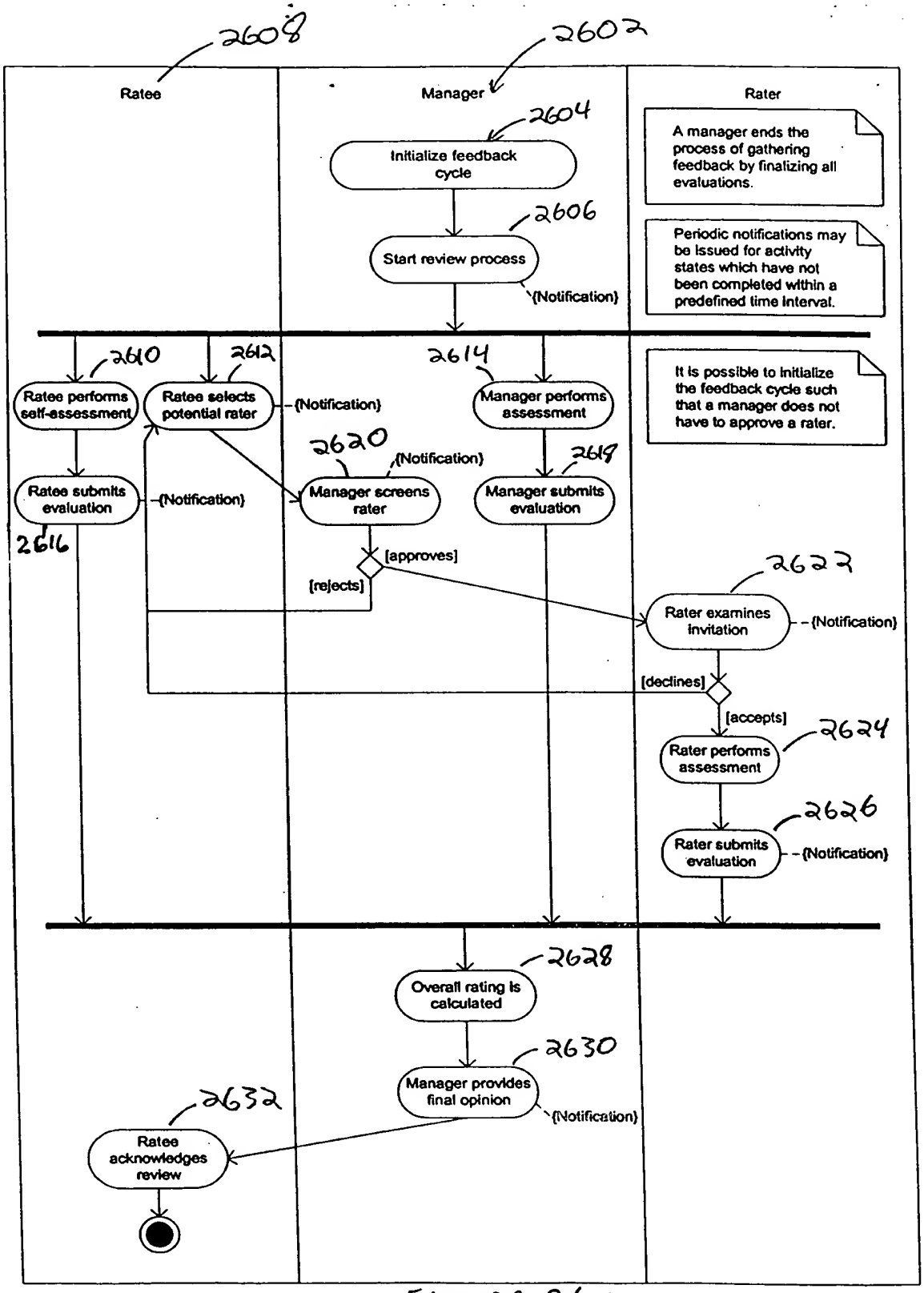

2608
2602
Ratee
Manager
Rater
2604
Initialize feedback cycle
2606
Start review process
{Notification}
A manager ends the process of gathering feedback by finalizing all evaluations.
Periodic notifications may be issued for activity states which have not been completed within a predefined time interval.
It is possible to initialize the feedback cycle such that a manager does not have to approve a rater.
2610
Ratee performs self-assessment
2612
Ratee selects potential rater
{Notification}
2614
Manager performs assessment
2620
{Notification}
Manager screens rater
2618
Manager submits evaluation
Ratee submits evaluation
{Notification}
2616
[approves]
[rejects]
2622
Rater examines invitation
{Notification}
[declines]
[accepts]
2624
Rater performs assessment
2626
Rater submits evaluation
{Notification}
2628
Overall rating is calculated
2630
Manager provides final opinion
{Notification}
2632
Ratee acknowledges review

FIGURE 26

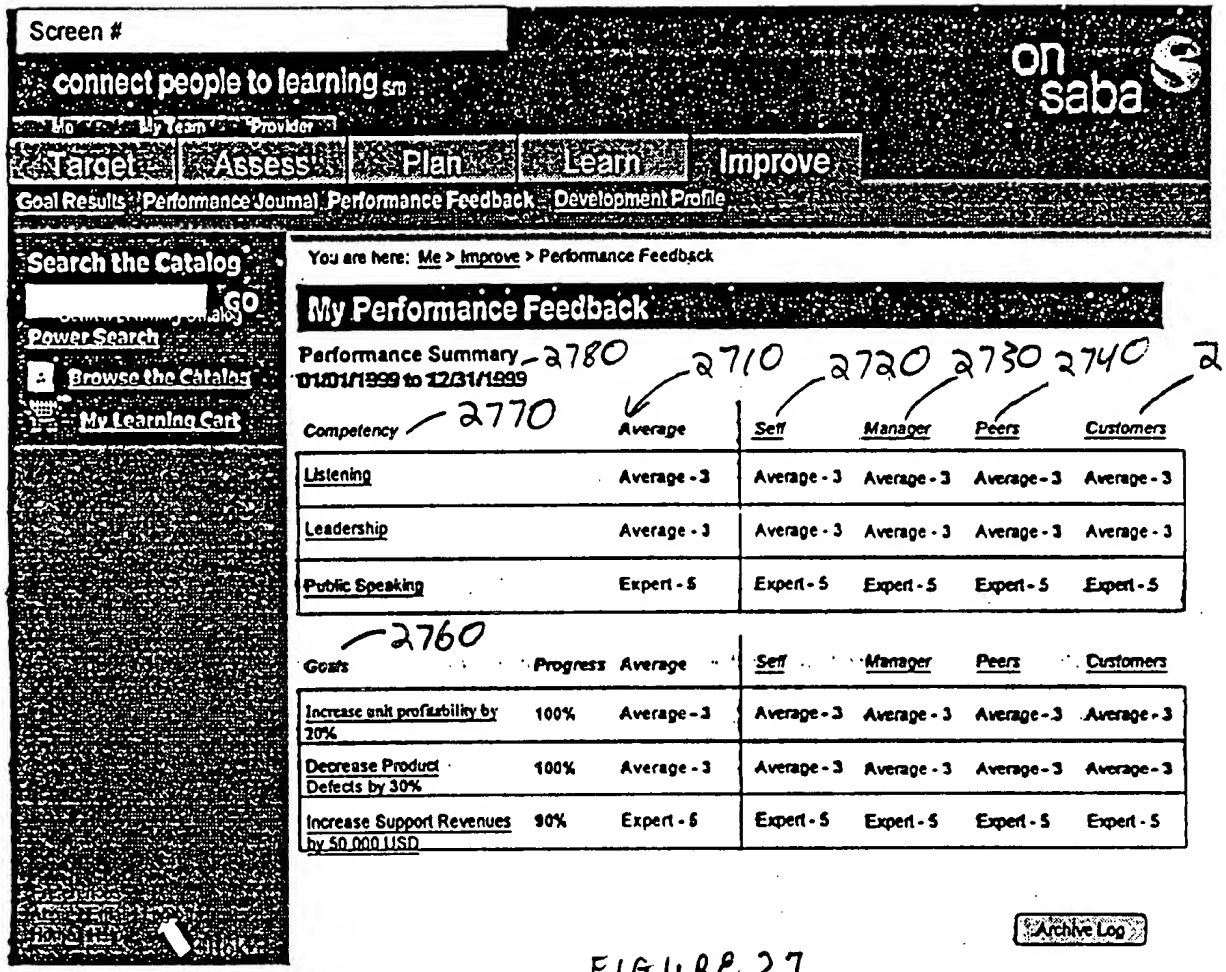


FIGURE 27

Title: Method for Enterprise Workforce Planning
Inventor: Yet MUI et al.
Application No.: 09/759,624
Docket No.: 360322000700